

Important Reminder: New Labor Reform Becomes Effective July 20, 2022

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PRACTICE AREAS

- Labor & Employment

An McV Labor & Employment Law Alert

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As discussed in our previous June 22, 2022 Alert “Act 41-2022 Reverts Provisions of the 2017 Labor Reform and Expands Workers' Rights”, Puerto Rico Act No 41-2022 (“Act 41-2022”) becomes effective on July 20, 2022. For employers that qualify as micro, small and medium-sized businesses, it becomes effective on September 18, 2022. Therefore, employers have until those dates to implement the provisions of Act 41-2022, which could imply the revision of policies, handbooks, employment contracts, and payroll and operational guidelines, among others.

Act 41-2022 amended many laws that impact employment in the private sector. Some of the most important changes are focused on the following areas:

- probationary period
- vacation and sick leave accrual
- annual (“Christmas”) bonus
- meal breaks
- day of rest
- discipline and employment termination

Accordingly, employers should ensure that their policies, handbooks, contracts, payroll practices and other operational guidelines are in line with the changes implemented by Act 41-2022.

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